

18 SEP 1980

DDS&T-4357/80

MEMORANDUM FOR: Director of Personnel Policy, Planning,
and Management

FROM: Leslie C. Dirks
Deputy Director for Science and Technology

SUBJECT: FY-1981 Annual Personnel Plan (U)

1. Attached is the DDS&T FY-1981 Annual Personnel Plan (APP). The data contained in this Plan reflects the office submissions modified slightly by the Directorate and OPPPM projections. If the current hiring freeze continues for an extended period, there will be a negative impact on our projections, primarily in the hiring and promotion areas.

2. The following comments are keyed to each Section of the APP:

25X1
25X1

Section 1 (Projected Separations and Net Losses Due to Conversions.) Our projections reflect specific information based on known and projected personnel changes. Consequently, our figure [] is slightly higher than OPPPM's projection []. However, the basic ratio between clerical and technical/professional losses is consistent with OPPPM's projections.

Section 2 (Goals for Conversion of Clerical to Professional and Technical, and from Technical to Professional.) In absolute numbers, the goals established for conversion to professional status are consistent with those established for FY-1980. This goal represents a ratio of one conversion for every 4.5 professional EOD's. We project that females and minorities will comprise over 61% of all conversions to technical and professional status.

S E C R E T

25X1 Section 3 (Goals for External Hiring and Net Gains
25X1 Due to Conversions.) As in the case of losses, our projection
for gains [] is higher than OPPPM's projection []. The
difference, however, results from our higher loss projection
and the need to fill some [] new ceiling spaces allocated for
FY-1981. Again, the ratio of clericals to professional and
technical gains tracks very closely with OPPPM data. In the
case of almost all minority hiring goals, the ratio to total
goals exceeds current on duty ratios. For instance, we project
that Blacks will comprise 10.5% of our total professional gains,
whereas Blacks now comprise 5.8% of our total on duty profes-
sional strength.

25X1 Section 4 (Promotions.) These figures represent a
compilation of office projections with the exception of
promotion to SIS. The total projection of [] promotions is
slightly less than OPPPM's [] projection with the difference
reflected primarily at the clerical level. While our total
professional goal is basically the same as OPPPM's, there is
a variance among the individual grade levels with DDS&T's
being slightly larger at the higher levels. Our projections,
however, include anticipated changes in staffing requirements,
increased ceiling, and position upgradings. As is our current
practice, we will monitor promotions throughout the year and
are prepared to modify these goals should anticipated headroom
not materialize.

Sections 5 and 6 (Developmental Rotational Goals.)
We continue to support a substantial number of inter- and
intra-directorate rotational assignments. The goal established
for rotations outside the directorate represents approximately
8% of the population in the grade groups involved. We feel
this improves on our past accomplishments and commitments to
the Senior Officer Development Program. Because of the techni-
cal nature of our positions, rotations into the directorate
have traditionally been lower in number than rotational assign-
ments of "R" careerists to other elements of the Agency. The
goals established in the APP reflect this trend.

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Leslie C. Dirks

Attachment